

Rethinking learning and employment

Rob Koper

*Dean of the Centre for Learning Sciences and Technologies
Co-ordinator of TENCompetence
Manchester, 19-11-2009*



TENCompetence

Building The European Network for Lifelong Competence Development

The Challenge...

- Individuals in the 21th century are permanently triggered to further develop their competence:
 - Worldwide competitive economy places new demands on individual workers and organisations: new markets, new technologies, new activities, new jobs, etc.
 - Social demands to develop new competences to keep-up with your friends, peers, colleagues in various fields (leisure time, use of devices, social software, sports, etc.)
 - Personal demands for personal growth



Competence

Building The European Network for Lifelong Competence Development

Learning: the secret factor

- Innovation, New Markets, Employability, Knowledge,
- Key element: Learning
- Learning = Training? Courses? Classrooms? Teachers?
- Yes and No: IT DEPENDS!
- For adults/professionals:
 - more focus on lifelong learning
 - better adapted to the characteristics of professionals
 - more focus on informal/non-formal learning
 - more focus on real assessment of competence



TEN Competence

Building The European Network for Lifelong Competence Development

TENCompetence

- 4 Year EU Integrated Project FP6
- Ends 1 of December 2009
- Continued with the TENCompetence Foundation



TENCompetence

Building The European Network for Lifelong Competence Development

Aim (and name)...

Building The European Network for Lifelong Competence Development

**Provide a technical and organisational
system that can be used by
any citizen, team or organisation
to develop competences**



Building The European Network for Lifelong Competence Development

What do these terms mean?

- Building?
- European Network?
- Lifelong (Learning)?
- Competence Development?



TEN Competence

Building The European Network for Lifelong Competence Development

Building

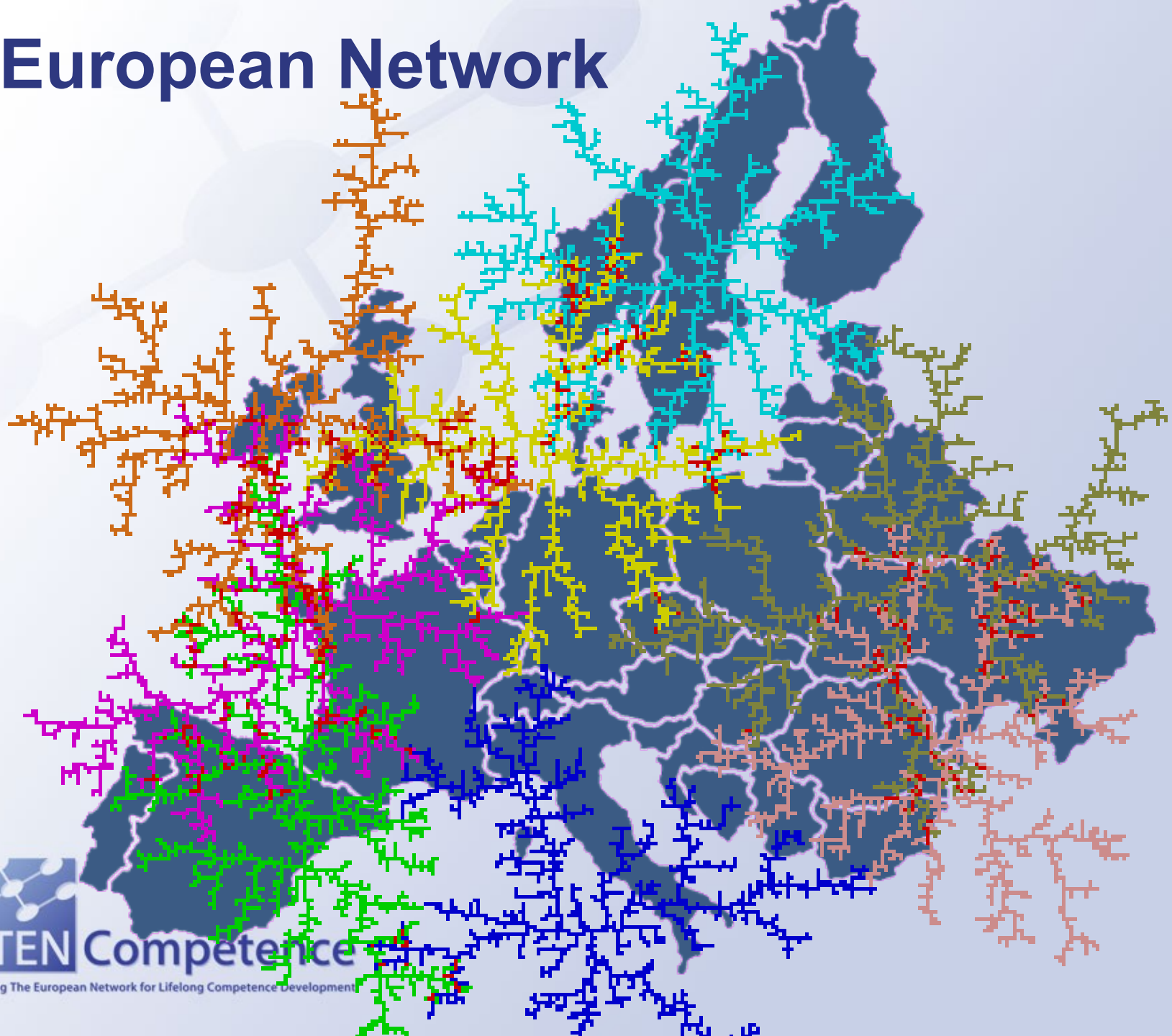


European Network



TEN Competence

Building The European Network for Lifelong Competence Development



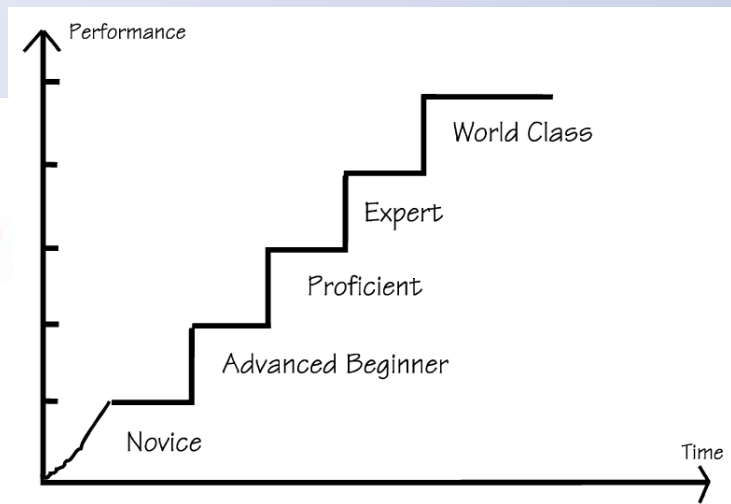
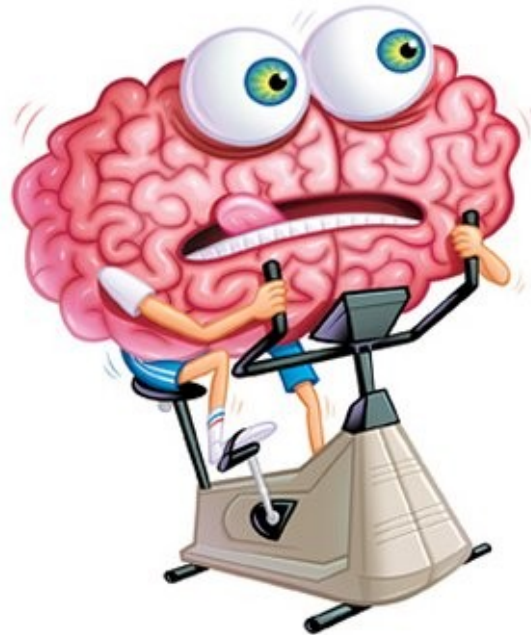
LifeLong Learning



TEN Competence

Building The European Network for Lifelong Competence Development

Competence Development



To be more specific

- What are we building?
- How can this be used?



TEN Competence

Building The European Network for Lifelong Competence Development

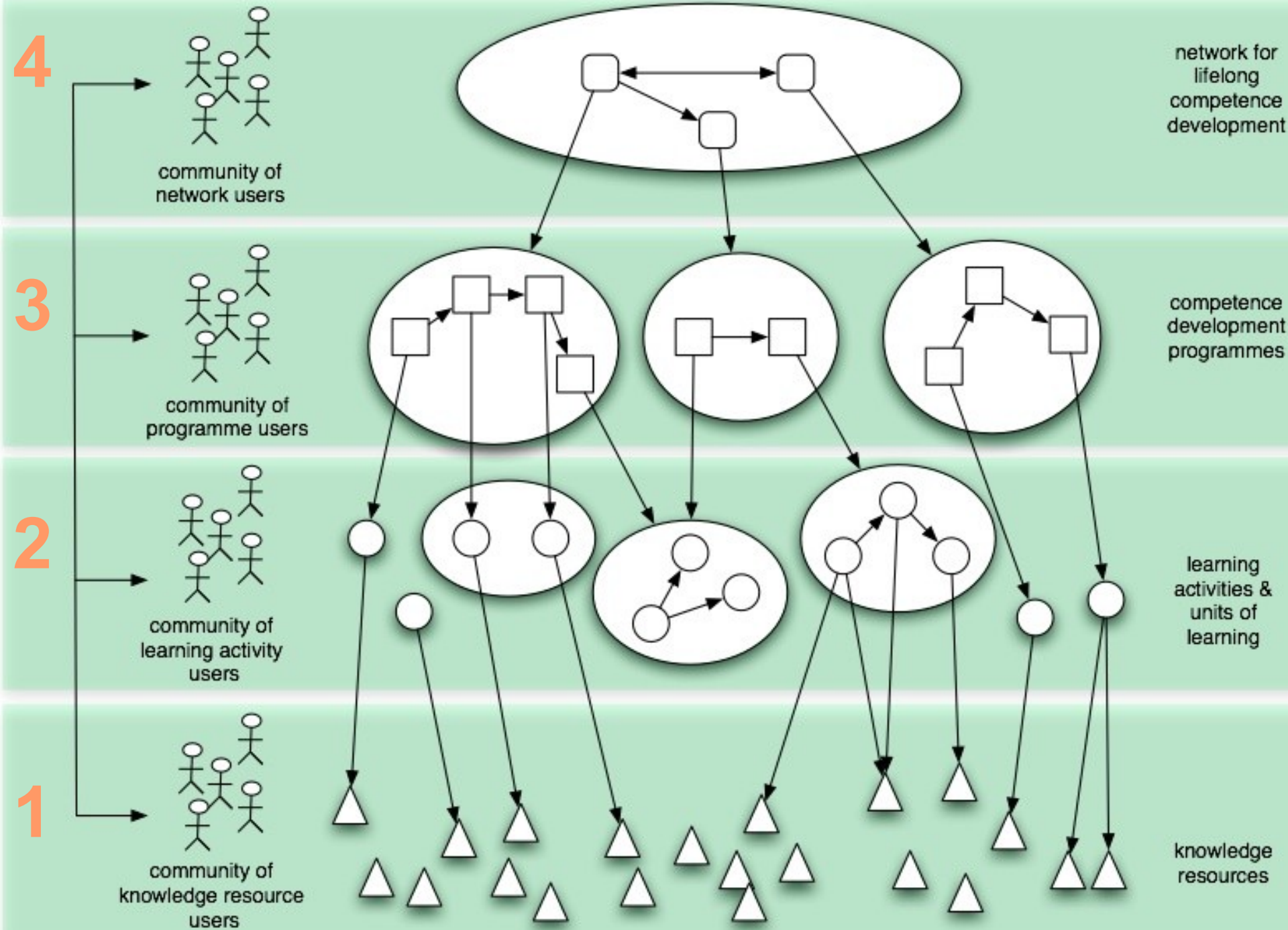
Personal Competence Manager (PCM)

- Integrating:
 - Formal Learning and Assessment
 - Informal Learning and APL
 - Knowledge Management
 - Competence Management
 - ePortfolio
 - Professional Communities (“Learning Networks”)
- Combining: VLE, Social Software, ePortfolio, Knowledge Management Systems and Competence Management Systems



TEN Competence

Building The European Network for Lifelong Competence Development



How is the system used?

- Three core use cases:
 - Want to keep up-to-date in current job (or function)
 - Want to improve a specific competence
 - Want to study for a new job (or function)



TEN Competence

Building The European Network for Lifelong Competence Development

This includes facilities

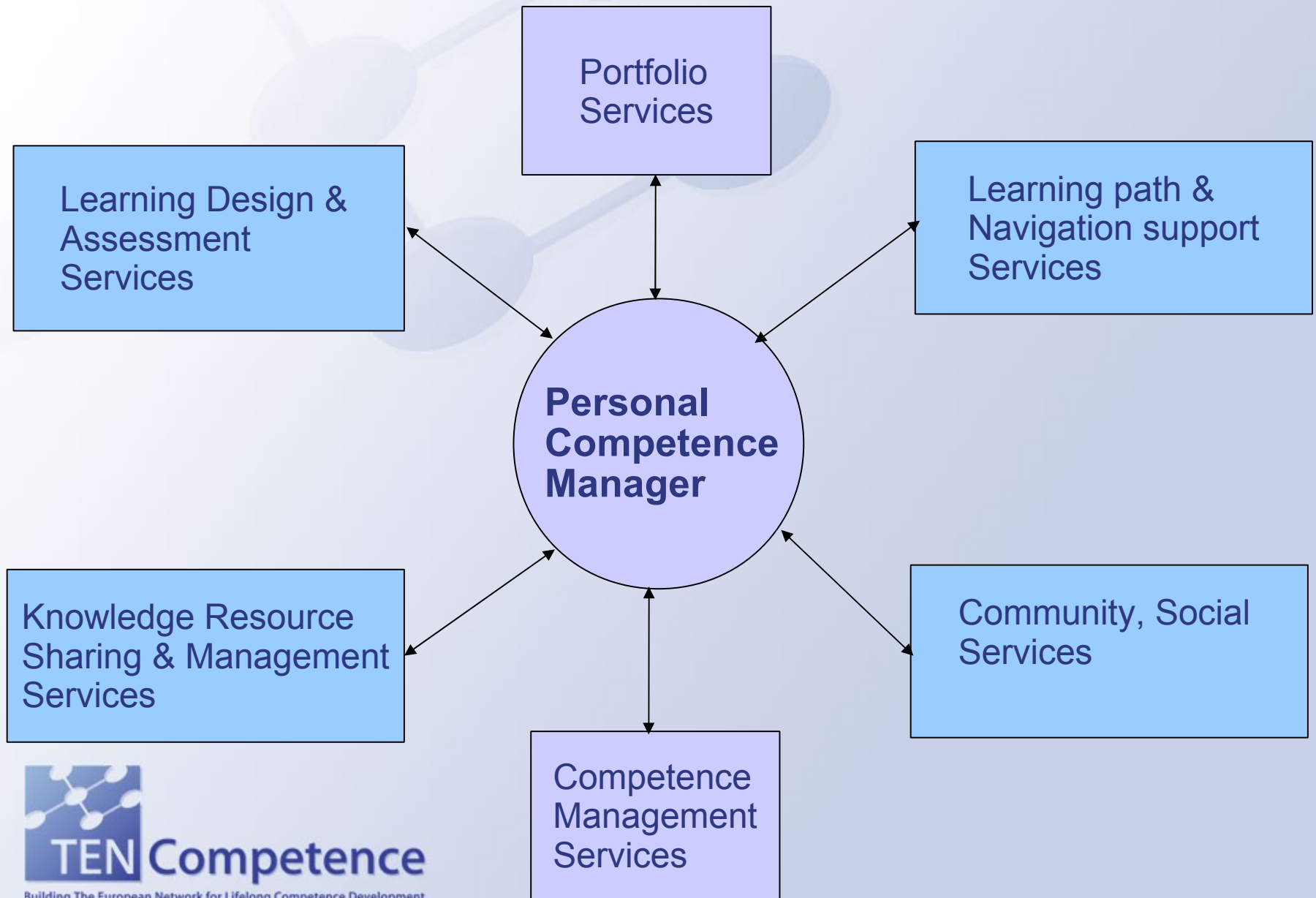
- To exchange experience
- To browse and select learning opportunities
- To be informed about career possibilities
- To select learning goals
- To build personal development plans
- To assess your competences
- To build your own networks and work groups of peers



TEN Competence

Building The European Network for Lifelong Competence Development

High level overview of connected services



TEN Competence

Building The European Network for Lifelong Competence Development



Life Demonstation!



TEN Competence

Building The European Network for Lifelong Competence Development



Thanks!

Reference:
tencompetence.org



TEN Competence

Building The European Network for Lifelong Competence Development